



South Florida Water Management District

Governing Board Human Resources & Outreach Committee MEETING MINUTES

December 9, 2009

10:30 AM

District Headquarters - B-1 Auditorium

3301 Gun Club Road

West Palm Beach, FL 33406

Members Present:

Charles Dauray

Jerry Montgomery

Patrick Rooney

1. Call to Order - Jerry Montgomery, Chair

Chair Montgomery called the meeting to order at 10:37.

Governing Board members Mike Collins and Eric Buermann were in attendance at the meeting.

2. Approval of Minutes

Approval of the Minutes for the October 14, 2009, Human Resources & Outreach Committee meeting held in West Palm Beach, FL

Motion made by Patrick Rooney, seconded by Charles Dauray, to approve the minutes of the Human Resources & Outreach Committee meeting from October 14, 2009. Vote called. Voting yes: Jerry Montgomery, Patrick Rooney and Charles Dauray. Motion passed.

3. Changes to Agenda - Annette Carter, Director, Office of Governing Board & Executive Services

There were no changes to the agenda.

4. Outreach Goals - Deena Reppen, Deputy Executive Director, Regulatory & Public Affairs (ext. 6232)

Deena Reppen, Deputy Executive Director Regulatory and Public Affairs presented the Districts Outreach Goals for 2010, which include the three major components of Media Relations, Government Relations, and Community Relations.

- Ms. Reppen outlined media strategies for proactive press releases, meeting with editorial boards and media tours.

- Government relations strategies included reaching out to Congress and federal agencies, as well as the Legislature and other state agencies; at the local level, staff will be increasing communications with county and city commissions, utilities and planning departments.

- The community relations component included various stakeholder and industry forums and participation in community events to reach all interest groups including business, agriculture and the environmental communities.

The Committee provided additional input for expanding the agency's outreach and effectiveness in communicating with the public and interest groups.

5. HR Solutions Year-End Report - Lourdes Ramos, Department Director, HR Solutions (ext. 6370)

Lourdes Ramos, Department Director, HR Solutions, reported on FY2009 successes:

- New recruitment and performance management systems was rolled out with excellent reviews for both.

- Successful hire of a summer internship program graduate.

- Enhancing recognition efforts resulting in an increase in the number of awards by 22 percent.

- Kicking off the career development website in June.

The focus areas for FY2010 include:

- Enhancement of the career website tools.

- Coaching managers and supervisors to maximizing the use of the new performance management system to enhance communication.

- Work with the 2009 Leader Within Program graduates to implement various tracks of the proposed H2O University, which is closely tied to the agency's succession planning efforts.

6. Leader Within Update - Jerry Krenz, Senior Planner, Operations & Maintenance (ext. 6746)

Jerry Krenz, Senior Planner, representing the Leader Within Program, presented information on the project, The H2O University, which is a District-wide strategy that is tied to the Districts succession planning efforts. It is comprised of seven independent learning tracks for our future/potential leaders that maximize our ability to build our leadership bench strength.

Tracks for the H2O University include:

- Strategic communications

- Administrative leadership

- Cross-resource connections

- Premier partnerships

- Key knowledge immersion

- Leadership excellence

7. Public Comment

There was no public comment.

8. Adjourn

Chair Montgomery adjourned the meeting at 11:35 a.m.

Motion made by Pat Rooney, seconded by Charles Dauray to adjourn the meeting.
Vote called. Voting yes: Jerry Montgomery, Pat Rooney and Charles Dauray.
Motion passed.

Jerry Montgomery
Chairman
Human Resources and Outreach Committee

Recorded By:

Cathy Widness
Administrative Assistant Senior
Governing Board and Executive Services
SFWM